DOCUMENT RESUME

ED 245 320 EA 016 857

TITLE NAIS Member School Tuition Fees, Teachers' Salaries, Administrative Salaries, 1983-84. NAIS Statistics, Fall 1983.

INSTITUTION National Association of Independent Schools, Boston, Mass.

PUB DATE 83

NOTE 21p.

AVAILABLE FROM Publications, National Association of Independent Schools, 18 Tremont Street, Boston, MA 02108 ($50.00 plus $1.00 shipping and handling, prepaid; quantity discounts).

PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143)

EDRS PRICE MF01 Plus Postage. PC Not Available from EDRS.

DESCRIPTORS Boarding Schools; Comparative Analysis; *Educational Finance; Elementary Secondary Education; Expenditures; Personnel Data; *Private Schools; Salaries; *Salary Wage Differentials; School Statistics; Single Sex Schools; *Statistical Distributions; Statistical Surveys; Student Costs; Tables (Data); *Teacher Salaries; *Tuition

ABSTRACT

The National Association of Independent Schools (NAIS) 1983 fall report offers statistics on member school tuition fees, teachers' salaries, and administrative salaries for 1983-84. Of 855 active and affiliate schools, 91.2 percent are represented. Section I presents tuition figures for girls', boys', and coeducational schools in seven areas of the United States and in Canada, Guam, Puerto Rico, and the Virgin Islands. Percentages of fee increases are included. Section II shows full-time salaries for beginning and experienced teachers, with the same geographic breakdown as in section I. This section also shows the range of highest, median, and lowest salaries for the year, as well as the percentage of increase in medians since 1978-79. Section III concentrates on salary ranges for full-time administrative officers for size and type (day and boarding) of school. Where fewer than five schools of a type responded, no figures are listed. (KS)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED245320

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

B. McElroy

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

EA

NAIS Member School Tuition Fees
Teachers' Salaries
Administrative Salaries
1983-84

This report is compiled from data supplied by NAIS member schools that responded to the tuition and salary information form distributed in May 1983. Of the 855 NAIS active and affiliate member schools located in the United States, Guam, Puerto Rico, the Virgin Islands, and Canada, 780, or 91.2 per cent, are represented here.

With this report, which is the first of two parts, we continue our procedure of reporting NAIS annual statistics. Included in this document are tuition charges, teachers' salaries, and administrative salaries for the current school year. The second part, issued in the spring, analyzes various school operations for the preceding year and gives current membership figures.

In addition to the two published statistical reports, NAIS now offers various comparison studies and computer searches. These specialized reports, described here on page 2, are available at modest charges.

We are indebted to all the schools and individuals who provided the information that is summarized in the following tables. We hope that this publication, as well as other statistical services, proves to be of interest and value to our members.

I.	Tuition Fees	3
II.	Teachers' Salaries	8
III.	Administrative Salaries	12

Copyright © 1983 by the National Association of Independent Schools.
No part of this material may be reproduced without written permission.

EA 016 957

GEOGRAPHIC AREAS

New England	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
East	New Jersey, New York
Middle Atlantic	Delaware, District of Columbia, Maryland, Pennsylvania, Virginia
Southeast	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee
Midwest	Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, West Virginia, Wisconsin
Southwest	Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, Texas
West	Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
U.S. Territories	Guam, Puerto Rico, U.S. Virgin Islands

COMPARISON STUDIES AND COMPUTER SEARCHES AVAILABLE TO MEMBER SCHOOLS FROM NAIS

The following comparison studies and computer searches are available to NAIS members at modest charges.

Comparison studies. Some schools find statistical reports more useful when they are based on small, selected groups of schools. Such comparison studies of salaries, tuitions, enrollments, financial aid, and minority representation are available from the NAIS computer. For example, a school might be interested in comparing its financial aid to that of other types of independent schools over the last several years. Such a study can be prepared, comparing the school's figures (number of students aided and amount granted) to those of other schools that have the same enrollment level, grade range, and student type. Figures are reported anonymously, but the names of the schools included in the report are furnished. Such a study is conducted only if five or more schools meet all of the designated criteria.

Financial operations studies. Member schools may also obtain an expanded computer study that compares income and expense figures on a per student basis. These studies compare all of the financial operations statistics of one school with the averages of the same statistics for five or more member schools. Schools may either select the comparison group or allow the computer to search for a group that matches a set of up to 25 characteristics. Example: All K-12 day schools in the Midwest whose enrollments are within 10 per cent of your school's enrollment.

Computer searches. In addition to statistical studies, lists and labels of NAIS schools and school personnel are available to member schools. Some examples of the types of listings available: all member elementary schools in the Southeast; all member schools that have a postgraduate program; names of development officers; all member schools celebrating centennials during 1983-84.

To preserve confidentiality and avoid overlap, requests for special studies and searches must be submitted or approved by the head of the school.

For further information, write or call the assistant director of information services at NAIS.

I. TUITION FEES

This section presents the ranges and medians of 1983-84 tuition fees, excluding transportation and lunch at day schools, of 777 member schools. The tables present figures for girls', boys', and coeducational schools in seven areas of the United States plus Canada and the U.S. territories of Guam, Puerto Rico, and the Virgin Islands. Preschool and kindergarten figures represent charges for full-day programs only.

Schools were asked to indicate the percentage of increase in the fee for their highest grade since 1982-83. The number of schools reporting an increase, and the averages of percentage increases reported, are shown opposite the highest grade in each table. The average of percentage increases this year is 9.8. Of the 777 schools reporting, 759, or 97.7 per cent, recorded an increase over 1982-83. The same percentage of schools reported an increase last year over the previous year.

Table 1. Tuition Fees of Girls' Schools, 1983-84

	Grade	No.	Range	Median	Up since 1982-83	
					No.	Avg. %
Girls' day						
New England	PS	2	2,500-3,100	2,800		
	K	3	2,500-3,300	3,100		
	1	3	3,500-3,900	3,700		
	3	3	3,500-4,300	3,700		
	6	5	4,550-5,950	4,850		
	9	16	1,760-6,825	5,225		
	12	16	1,760-6,825	5,350	16	10.3
East	PS	5	2,050-3,150	2,300		
	K	8	2,050-4,650	3,250		
	1	13	1,450-5,000	3,900		
	3	12	1,450-5,300	4,350		
	6	13	1,450-5,800	4,700		
	9	16	1,750-6,100	4,875		
	12	16	1,750-6,100	5,100	13	10.2
Middle Atlantic	PS	1	1,900	1,900		
	K	7	1,600-3,300	3,000		
	1	11	1,600-3,600	3,150		
	3	11	2,745-5,200	3,600		
	6	14	2,515-5,555	4,125		
	9	24	1,700-6,280	4,235		
	12	25	1,700-6,280	4,000	25	12.1
Southeast	PS	2	1,250-1,700	1,475		
	K	2	1,400-1,700	1,550		
	1	2	2,150-2,284	2,217		
	3	3	2,150-2,568	2,200		
	6	5	2,150-3,250	2,616		
	9	8	2,350-3,600	2,643		
	12	9	2,350-3,830	2,736	9	9.5
Midwest	PS	4	2,320-3,345	3,195		
	K	6	2,600-3,555	3,285		
	1	10	1,090-3,715	3,137		
	3	10	1,090-3,925	3,165		
	6	10	1,090-4,525	3,592		
	9	14	1,200-4,995	3,762		
	12	14	1,200-5,485	3,762	14	8.8
Southwest	PS	1	1,885	1,885		
	1	3	2,535-3,530	3,100		
	3	3	2,535-3,530	3,400		
	6	3	3,235-4,200	3,800		
	9	4	1,175-4,610	4,027		
	12	4	1,175-4,610	4,027	4	10.3

	Grade	No.	Range	Median	Up since 1982-83 No.	Up since 1982-83 Avg. %
Girls' day (cont.)						
West	PS	3	1,550-2,930	2,800		
	K	6	1,550-2,950	2,750		
	1	9	2,600-3,250	2,880		
	3	9	2,750-3,300	3,000		
	6	11	2,900-4,100	3,350		
	9	15	3,100-5,150	4,320		
	12	15	3,100-5,150	4,320	17	9.7
Canada	K	1	4,550	4,550		
	1	8	2,490-4,925	3,150		
	3	8	2,780-4,925	3,225		
	6	8	2,900-4,925	3,450		
	9	8	1,000-4,925	3,822		
	12	6	3,300-4,925	4,500	9	8.6
Girls' boarding						
New England	9	9	7,950-9,900	9,400		
	12	9	7,950-9,900	9,400	9	9.7
East	9	2	9,500-9,600	9,550		
	12	3	9,500-9,750	9,600	3	9.0
Middle Atlantic	9	9	5,350-9,960	8,340		
	12	10	5,350-10,000	8,920	10	11.9
Southeast	9	3	6,450-7,700	6,500		
	12	4	6,450-7,700	6,660	4	9.6
Midwest	9	4	4,700-8,825	5,450		
	12	4	4,700-8,825	5,450	4	10.7
Southwest	9	3	5,400-9,420	8,875		
	12	3	5,400-9,420	8,875	3	9.4
West	9	4	8,100-10,695	9,350		
	12	4	8,100-10,695	9,350	5	8.0
Canada	6	1	9,400	9,400		
	9	4	9,400-9,975	9,712		
	12	4	9,400-10,375	9,812	4	8.7

Table 2. Tuition Fees of Boys' Schools, 1983-84

	Grade	No.	Range	Median	Up since 1982-83 No.	Up since 1982-83 Avg. %
Boys' day						
New England	K	2	2,550-3,100	2,825		
	1	3	2,750-3,600	3,600		
	3	3	3,250-4,000	3,600		
	6	7	4,250-5,700	4,950		
	9	16	2,490-6,850	5,175		
	12	12	2,490-6,850	5,225	16	9.5
East	PS	1	2,300	2,300		
	K	3	2,500-4,100	3,740		
	1	7	2,220-4,700	4,350		
	3	8	2,220-5,000	4,600		
	6	11	2,350-5,380	4,500		
	9	9	3,125-5,700	5,490		
	12	7	3,125-5,700	5,000	13	9.2

	Grade	No.	Range	Median	Up since 1982-83 No.	Up since 1982-83 Avg. %
Boys' day (cont.)						
Middle Atlantic	PS	2	1,600-3,050	2,325		
	K	5	2,370-2,800	2,650		
	1	9	2,685-3,650	2,875		
	3	11	2,700-4,700	3,350		
	6	13	1,500-5,275	4,025		
	9	19	1,493-5,300	4,500		
	12	19	1,493-5,300	4,500	20	9.7
Southeast	1	1	1,825	1,825		
	3	1	2,075	2,075		
	6	2	1,850-2,075	1,962		
	9	6	2,400-3,895	2,885		
	12	5	2,400-3,895	3,170	5	8.0
Midwest	K	3	2,100-3,000	2,770		
	1	4	3,300-3,880	3,337		
	3	4	3,550-3,880	3,600		
	6	7	2,990-4,625	4,060		
	9	10	2,990-5,450	4,050		
	12	10	2,990-5,525	4,080	11	8.9
Southwest	1	1	3,483	3,483		
	3	1	3,483	3,483		
	6	1	4,230	4,230		
	9	2	1,600-4,862	3,231		
	12	2	1,600-4,589	3,094	1	22.8
West	K	2	2,250-2,400	2,325		
	1	2	2,650-2,800	2,725		
	3	2	3,150-3,450	3,300		
	6	2	3,600-3,650	3,625		
	9	2	2,600-4,850	3,725		
	12	2	2,600-4,850	3,725	4	6.4
Canada	1	1	3,230	3,230		
	3	3	3,450-5,550	3,475		
	6	5	3,760-5,840	4,900		
	9	7	2,875-6,400	5,400		
	12	6	2,875-5,850	5,150	7	8.7
Boys' boarding						
New England	3	1	6,000	6,000		
	6	4	6,000-10,950	9,925		
	9	8	8,400-10,950	9,400		
	12	7	8,400-10,050	9,300	10	8.8
East	3	1	7,100	7,100		
	6	5	3,800-7,200	6,250		
	9	4	6,200-9,100	7,225		
	12	4	6,250-9,100	7,350	6	8.7
Middle Atlantic	6	1	5,795	5,795		
	9	10	1,300-9,445	7,747		
	12	10	1,300-9,445	7,832	10	8.5
Southeast	6	1	6,600	6,600		
	9	4	5,500-7,730	7,150		
	12	3	5,500-7,730	7,700	4	8.5
Midwest	6	3	5,940-7,525	6,245		
	9	6	5,940-7,900	7,012		
	12	6	5,940-7,900	7,012	6	8.9
Southwest	9	2	6,379-6,485	6,432		
	12	2	6,379-6,485	6,432	2	7.9

	Grade	No.	Range	Median	Up since 1982-83 No.	Avg. %
Boys' boarding (cont.)						
West	9	1	5,800	5,800		
	12	1	5,800	5,800	1	5.5
Canada	3	1	5,910	5,910		
	6	2	5,910-9,850	7,880		
	9	5	5,910-10,700	10,250		
	12	5	5,910-10,700	10,250	5	8.4

Table 3. Tuition Fees of Coeducational Schools, 1983-84

	Grade	No.	Range	Median	Up since 1982-83 No.	Avg. %
Coeducational day						
New England	PS	7	1,685-3,500	3,000		
	K	26	2,140-3,625	2,875		
	1	45	1,800-3,950	3,130		
	3	46	1,800-4,675	3,480		
	6	53	1,800-5,760	4,200		
	9	100	1,750-7,400	5,000		
	12	81	2,110-7,400	5,050	114	9.4
East	PS	26	2,280-4,725	3,365		
	K	57	1,650-5,195	3,275		
	1	65	2,050-5,400	3,550		
	3	65	2,250-5,900	4,050		
	6	74	2,550-6,400	4,650		
	9	74	3,100-6,700	5,290		
	12	66	3,130-6,750	5,315	90	9.9
Middle Atlantic	PS	21	1,000-5,500	2,835		
	K	53	1,000-5,500	2,450		
	1	72	1,400-5,500	2,822		
	3	71	1,400-5,500	3,020		
	6	74	1,400-5,500	3,225		
	9	62	1,400-5,500	4,000		
	12	55	1,400-5,430	4,000	87	10.4
Southeast	PS	12	1,080-2,745	1,695		
	K	28	1,265-2,950	1,862		
	1	68	1,188-3,530	2,205		
	3	67	1,188-3,530	2,250		
	6	68	1,488-4,400	2,465		
	9	73	1,000-5,200	2,850		
	12	68	1,000-5,200	2,855	81	10.5
Midwest	PS	14	1,850-3,635	2,907		
	K	31	1,870-4,535	2,800		
	1	49	990-4,535	3,050		
	3	49	990-4,535	3,225		
	6	51	1,035-5,670	3,700		
	9	49	2,400-6,010	4,500		
	12	46	2,650-6,010	4,525	62	9.8
Southwest	PS	6	1,600-2,900	2,337		
	K	17	1,600-4,350	3,000		
	1	30	1,150-5,000	3,012		
	3	30	1,150-5,000	3,012		
	6	35	1,400-5,045	3,465		
	9	38	1,695-5,250	4,170		
	12	37	1,695-5,250	4,200	43	9.8

	Grade	No.	Range	Median	Up since 1982-83 No.	Up since 1982-83 Avg. %
Coed. day (cont.)						
West	PS	5	2,600-3,510	2,690		
	K	24	410-3,935	2,950		
	1	35	440-4,825	3,250		
	3	36	475-4,825	3,237		
	6	39	515-4,869	3,500		
	9	45	665-6,500	4,600		
	12	42	665-6,500	4,662	55	8.9
Canada	PS	2	1,840-3,450	2,645		
	K	3	2,275-3,[illegible]	2,500		
	1	5	2,475-3,895	2,740		
	3	5	2,500-3,895	2,740		
	6	5	2,500-5,515	4,075		
	9	9	3,300-5,900	4,700		
	12	9	3,300-6,725	4,700	10	12.4
Territories	PS	[illegible]	[illegible],775-2,210	1,995		
	K	6	900-2,210	2,001		
	1	6	1,755-2,385	2,302		
	3	6	1,755-2,655	2,316		
	6	6	1,75[illegible]-2,970	2,378		
	9	5	2,470-3,270	2,823		
	12	4	2,470-3,270	2,884	5	7.2
Coeducational boarding						
New England	K	1	8,500	8,500		
	1	1	8,500	8,500		
	3	2	8,500-9,450	8,975		
	6	6	8,250-10,975	9,275		
	9	59	6,500-11,600	9,400		
	12	57	6,500-11,600	9,400	62	9.4
East	6	2	6,500-9,500	8,000		
	9	15	6,500-9,600	8,200		
	12	15	6,500-9,600	8,200	16	15.3
Middle Atlantic	9	14	6,900-9,000	7,887		
	12	14	6,900-9,000	7,887	13	9.9
Southeast	9	13	3,500-8,000	6,800		
	12	14	3,500-8,000	7,000	13	14.1
Midwest	1	1	7,630	7,630		
	3	1	7,630	7,630		
	6	2	7,630-8,400	8,015		
	9	15	6,100-9,700	8,400		
	12	15	6,100-9,700	8,400	16	9.6
Southwest	3	1	9,200	9,200		
	6	3	5,965-9,200	6,790		
	9	12	4,050-9,700	8,685		
	12	13	4,050-9,700	8,900	13	6.7
West	1	1	6,980	6,980		
	3	2	6,980-8,850	7,915		
	6	2	6,980-8,850	7,915		
	9	13	1,855-10,000	8,950		
	12	13	1,855-10,000	8,950	14	9.6
Canada	6	2	9,600-9,920	9,760		
	9	7	7,250-9,920	9,600		
	12	7	5,500-10,550	9,600	7	7.3

II. TEACHERS' SALARIES

The pattern of previous years has been followed, with Canadian as well as U.S. territorial schools shown separately. Included here are full-time teaching salaries only.

Reading Table 1. Table 1 reports the cash salaries being paid this year to new teachers holding a B.A. degree and having no previous teaching experience. The highest beginning salary reported by any school this year is $22,313.

Reading Table 2. Table 2 shows variations in salaries for different areas of the country, Canada, and the U.S. territories. The geographic breakdown is the same as that used for tuition fees, above. In each category, the figure appearing in the "High" column represents the highest of all the high salaries reported. Likewise, the figure appearing in the "Low" column represents the lowest of all the low salaries reported. The "Median" figure is the median of all reported median salaries in a given category.

Reading Table 3. Using girls' day schools as an illustration, the range of highest salaries (first column) is $9,600 to $34,000. In other words, at the bottom of the scale is a school having a highest salary of $9,600, and at the top is a school having a highest salary of $34,000. The same explanation applies to median and lowest salaries. The median figure of $23,577 needs no explanation. The mid 50 per cent figures show the range frm the lowest salary in the second quartile to the highest salary in the third quartile. Finally, each category in the table shows the percentage of increase in medians over those of five years ago, 1978-79.

Analyzing Table 3. The figures in Table 3 show an average increase in median salaries of 7.6 per cent for all types of schools over 1982-83. In comparison, last year's increase over the previous year was 8.9 per cent.

Table 1. Cash Salaries for Beginning Teachers with No Teaching Experience, 1983-84

Schools	Range	Median
71 Girls' day	7,800-16,500	12,000
22 Girls' boarding	7,700-13,600	10,000
45 Boys' day	7,800-17,500	12,500
25 Boys' boarding	7,000-13,080	9,000
282 Coed day	7,000-17,565	12,001
123 Coed day elementary	5,600-15,000	11,000
90 Coed boarding	5,000-16,000	9,000
27 Canada	7,500-22,313	18,760
6 Territories	6,000-11,000	9,000
700 Total		

Table 2. Teachers' Salaries by Area, 1983-84
(Girls' day schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
9 New England	34,000	16,560	10,300	11,500
13 East	31,903	16,720	9,500	14,000
17 Middle Atlantic	28,000	16,500	7,800	11,600
6 Southeast	27,000	14,750	10,000	11,300
11 Midwest	29,000	18,000	10,650	11,900
17 West	33,000	17,947	11,539	13,500
9 Canada	38,590	27,781	17,700	18,760
82 Total				

Table 2. Teachers' Salaries by Area, 1983-84
(Girls' boarding schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
7 New England	34,549	13,700	8,400	9,100
7 Middle Atlantic	26,000	13,500	6,600	8,750
14 Total				

Table 2. Teachers' Salaries by Area, 1983-84
(Boys' day schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
10 New England	29,650	18,000	7,900	12,500
10 East	37,500	20,825	8,600	13,500
17 Middle Atlantic	34,000	17,300	10,000	12,000
5 Southeast	28,536	18,200	12,000	12,850
6 Midwest	33,300	20,612	10,000	12,600
5 Canada	53,0000	33,550	18,620	20,000
53 Total				

Table 2. Teachers' Salaries by Area, 1983-84
(Boys' boarding schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
5 New England	25,900	14,500	8,000	8,500
6 East	30,700	12,218	7,500	9,000
7 Middle Atlantic	29,400	15,400	8,970	9,000
18 Total				

Table 2. Teachers' Salaries by Area, 1983-84
(Coeducational day schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
39 New England	36,000	16,700	6,000	11,000
51 East	37,600	18,525	8,000	12,500
49 Middle Atlantic	33,130	16,541	8,000	11,500
61 Southeast	36,400	16,000	8,200	11,862
35 Midwest	44,500	18,300	10,400	12,000
29 Southwest	36,600	17,950	10,000	13,500
37 West	37,380	19,660	8,800	13,280
301 Total				

Table 2. Teachers' Salaries by Area, 1983-84
(Coeducational day elementary schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
37 New England	34,200	15,300	5,900	10,800
23 East	29,300	16,200	8,500	12,000
33 Middle Atlantic	40,000	15,520	7,400	10,500
16 Southeast	27,300	15,800	9,000	11,600
18 Midwest	32,000	14,250	2,568	10,597
7 Southwest	29,100	17,187	7,155	12,230
17 West	35,310	18,050	10,500	13,389
151 Total				

Table 2. Teachers' Salaries by Area, 1983-84
(Coeducational boarding schools)

Area	Experienced teachers			Beginning teachers
	High	Median	Low	
43 New England	35,400	15,075	6,600	9,000
12 East	25,000	11,300	6,400	8,550
7 Middle Atlantic	30,000	13,500	8,000	9,000
6 Southeast	23,000	13,550	8,500	10,100
12 Midwest	31,400	15,200	7,000	10,500
7 Southwest	23,060	13,500	5,000	9,000
7 West	26,160	13,850	6,000	8,963
6 Canada	50,000	26,150	7,500	15,000
100 Total				

Table 3. Teachers' Salaries, 1983-84

Schools	Highest salaries	Median salaries	Lowest salaries
76 Girls' day			
Range	9,600-34,000	8,500-23,500	7,800-16,500
Top 10%	29,000-34,000	20,600-23,500	15,300-16,500
Mid 50%	20,280-26,500	15,250-19,294	11,500-13,500
Median	23,577	16,940	12,300
% increase in median since 78-79	62.6	58.3	44.7
23 Girls' boarding			
Range	13,250-34,549	10,000-23,729	6,600-14,500
Top 10%	26,000-34,549	19,500-23,729	13,600-14,500
Mid 50%	17,079-22,065	13,000-15,248	9,500-11,385
Median	20,500	14,500	10,150
% increase in median since 78-79	51.5	42.2	45.0
52 Boys' day			
Range	14,500-37,750	9,500-26,610	7,900-18,500
Top 10%	33,500-37,750	24,275-26,610	16,900-18,500
Mid 50%	24,650-31,000	17,000-22,000	12,000-14,795
Median	28,218	19,450	13,000
% increase in median since 78-79	52.9	49.6	44.4
27 Boys' boarding			
Range	10,500-30,700	7,500-20,550	7,000-15,515
Top 10%	28,000-30,700	18,505-20,550	13,250-15,515
Mid 50%	17,800-22,300	12,154-17,000	8,500-11,550
Median	20,867	14,500	9,500
% increase in median since 78-79	49.1	56.8	31.9
300 Coeducational day			
Range	13,000-44,500	10,025-29,099	6,000-19,000
Top 10%	32,267-44,500	22,000-29,099	14,750-19,000
Mid 50%	20,960-28,000	15,500-19,500	11,500-13,600
Median	24,700	17,500	12,500
% increase in median since 78-79	54.4	51.8	46.8
151 Coeducational day elementary			
Range	5,600-40,000	8,000-23,100	2,568-17,300
Top 10%	27,300-40,000	18,800-23,100	14,450-17300
Mid 50%	17,842-23,685	13,500-17,320	10,400-13,109
Median	20,925	15,725	12,000
% increase in median since 78-79	52.2	49.8	41.2
93 Coeducational boarding			
Range	12,000-35,400	7,000-24,200	5,000-16,600
Top 10%	30,000-35,400	18,800-24,200	11,582-16,600
Mid 50%	16,950-25,156	12,000-16,250	8,300-10,000
Median	21,150	14,050	9,200
% increase in median since 78-79	45.9	43.6	35.3
27 Canadian			
Range	12,000-65,200	8,100-40,000	7,500-26,400
Top 10%	50,000-65,200	35,855-40,000	23,350-26,400
Mid 50%	32,500-41,784	26,250-30,000	18,483-21,500
Median	37,047	28,700	19,840
% increase in median since 78-79	47.1	61.5	53.6
6 Territories			
Range	7,850-24,000	6,500-17,157	5,750-11,800
Median	20,692	13,211	9,500
No other comparable figures available			

III. ADMINISTRATIVE SALARIES

This section consists of three tables: girls', boys', and coeducational schools. For each category, breakdowns are provided according to size and type (day and boarding) of school. The figures represented are the cash salaries of full-time administrators only.

Reading the tables. Using girls' day schools as an illustration, the range of school heads' salaries (third column), school size 351-500, is $14,000 to $64,000; in other words, at the bottom of the scale is one head having a salary of $14,000 and at the top a head having a salary of $64,000. The top 10 per cent of all

---

Table 1. Girls' Schools: Salary Ranges for Administrative Officers, 1983-84

(The figures in parentheses represent the number of schools reporting figures under each title. To avoid possible identification, no salary figures are listed where fewer than five schools of a particular type responded to the administrative portion of the survey. The top 10 per cent of salaries is given only when 15 or more schools reported in a given category. Where there were 25 or more replies, mid 50 per cent figures are given.)

	No. reporting	President	Head of school	Associate head	Assistant head	Assistant to head
Girls' under 101						
Day	1	(0)	(1)	(0)	(0)	(1)
Range						
Median						
Boarding	4	(0)	(3)	(0)	(1)	(1)
Range						
Median						
Girls' 101-200						
Day	8	(0)	(5)	(0)	(1)	(1)
Range			30,000-48,000			
Median			38,500			
Boarding	13	(2)	(10)	(0)	(3)	(2)
Range		38,500-50,000	23,000-50,000		21,500-30,000	13,000-15,200
Median		44,250	40,970		24,000	14,100
Girls' 201-350						
Day	19	(0)	(15)	(0)	(3)	(1)
Range			19,132-67,000		21,000-29,000	
Top 10%			55,000-67,000			
Mid 50%						
Median			44,800		25,000	
Boarding	6	(1)	(5)	(1)	(1)	(0)
Range			37,500-54,500			
Median			46,500			
Girls' 351-500						
Day	24	(0)	(20)	(2)	(3)	(3)
Range			14,000-64,000	23,403-31,500	12,390-45,000	20,200-30,000
Top 10%			60,000-64,000			
Mid 50%						
Median			42,780	27,451	30,636	26,425
Girls' over 500						
Day	28	(4)	(20)	(2)	(6)	(1)
Range		32,340-52,500	25,950-68,000	31,000-34,000	25,000-46,775	
Top 10%			60,000-68,000			
Mid 50%						
Median		37,000	48,500	32,500	30,750	

salaries reported in this category range from $60,000 to $64,000. The median salary is $42,780.

A comparison of median salaries of all heads with those of a year ago shows an increase of 7.9 per cent this year, compared to 9.5 last year. Median heads' salaries in girls' schools increased 9.3 per cent, in boys' schools 9.4 per cent, and in coeducational schools median salaries increased 7.6 per cent, compared to 9.6 per cent last year.

	No. reporting	Head of upper school	Head of middle school	Head of lower school	Business officer	Development officer
Girls' under 101						
Day	1	(0)	(0)	(0)	(1)	(0)
Range						
Median						
Boarding	4	(0)	(0)	(0)	(0)	(1)
Range						
Median						
Girls' 101-200						
Day	8	(0)	(1)	(0)	(5)	(1)
Range					19,500-29,340	
Median					24,000	
Boarding	13	(4)	(C)	(0)	(11)	(8)
Range		17,400-50,000			12,500-29,000	20,000-33,600
Median		17,950			22,000	23,790
Girls' 201-350						
Day	19	(6)	(5)	(6)	(14)	(12)
Range		22,500-28,000	20,000-26,400	23,300-33,840	16,500-34,000	13,000-37,393
Top 10%						
Mid 50%						
Median		25,601	23,045	29,000	23,500	21,843
Boarding	6	(0)	(0)	(0)	(5)	(3)
Range					21,000-43,000	28,875-38,000
Median					35,650	36,500
Girls' 351-500						
Day	24	(12)	(15)	(15)	(22)	(17)
Range		17,150-40,000	18,468-35,000	18,200-33,200	12,390-45,000	18,000-35,000
Top 10%			28,000-35,000	33,000-33,200	37,000-45,000	34,450-35,500
Mid 50%						
Median		27,500	25,800	26,000	29,915	30,000
Girls' over 500						
Day	28	(19)	(20)	(20)	(23)	(22)
Range		15,000-38,000	18,000-33,000	18,600-31,100	14,000-44,500	15,000-55,000
Top 10%		35,000-38,000	30,000-33,000	30,000-31,100	42,300-44,500	38,500-55,000
Mid 50%						
Median		29,000	26,200	27,000	31,700	30,000

	No. reporting	Alumnae officer	Admission officer	Director of studies	Athletic director	Academic dept. head
Girls' under 101						
Day	1	(0)	(0)	(1)	(1)	(0)
Range						
Median						
Boarding	4	(0)	(1)	(0)	(1)	(0)
Range						
Median						
Girls' 101-200						
Day	8	(0)	(5)	(2)	(4)	(3)
Range			13,500-19,965	23,845-33,600	10,000-18,085	16,000-22,893
Median			18,300	28,722	14,000	20,280
Boarding	13	(6)	(11)	(6)	(11)	(9)
Range		11,750-18,500	11,300-26,000	14,600-24,500	9,667-22,065	14,450-21,265
Median		14,150	15,500	22,250	12,800	19,200
Girls' 201-350						
Day	19	(4)	(9)	(4)	(15)	(11)
Range		10,977-16,800	10,000-26,500	18,700-37,800	12,329-25,560	20,000-29,000
Top 10%					22,500-25,560	
Top 50%						
Median		12,500	15,536	22,500	16,300	23,005
Boarding	6	(4)	(6)	(4)	(5)	(5)
Range		15,750-17,900	21,900-28,820	24,850-32,500	17,126-26,933	17,600-34,549
Median		17,010	22,787	28,092	22,031	25,129
Girls' 351-500						
Day	24	(7)	(15)	(6)	(17)	(21)
Range		13,200-21,000	14,000-28,000	19,272-30,690	15,120-27,000	19,000-32,750
Top 10%			27,679-28,000		24,685-27,000	31,000-32,750
Mid 50%						
Median		17,655	22,000	23,657	21,300	24,500
Girls' over 500						
Day	28	(10)	(20)	(9)	(20)	(22)
Range		14,300-25,383	11,500-38,000	20,500-34,500	13,438-32,903	17,100-33,000
Top 10%			30,500-38,000		25,000-32,903	29,000-33,000
Mid 50%						
Median		17,750	24,500	28,400	21,550	25,910

Table 2. Boys' Schools: Salary Ranges for Administrative Officers, 1983-84

(The figures in parentheses represent the number of schools reporting figures under each title. To avoid possible identification, no salary figures are listed where fewer than five schools of a particular type responded to the administrative portion of the survey. The top 10 per cent of salaries is given only when 15 or more schools reported in a given category. Where there were 25 or more replies, mid 50 per cent figures are given.)

	No. reporting	President	Head of school	Associate head	Assistant head	Assistant to head
Boys' under 101						
Boarding	5	(0)	(3)	(0)	(0)	(1)
Range			25,000-33,369			
Median			25,000			
Boys' 101-200						
Day	5	(0)	(5)	(0)	(2)	(0)
Range			31,000-45.000		27,000-27,500	
Median			33,500		27,250	
Boarding	8	(0)	(6)	(1)	(2)	(1)
Range			22,000-49,177		17,600-20,500	
Median			30,125		19,050	
Boys' 201-350						
Day	13	(0)	(12)	(1)	(1)	(2)
Range			27,500-65,000			28,000-28,665
Median			46,500			28,332
Boarding	11	(2)	(7)	(1)	(5)	(1)
Range		30,000-38,900	26,210-75,000		23,800-40,000	
Median		34,450	45,750		27,500	
Boys' 351-500						
Day	15	(2)	(13)	(1)	(8)	(1)
Range		42,000-42,900	15,500-69,600		19,500-49,000	
Top 10%						
Mid 50%						
Median		42,450	49,000		29,850	
Boarding	4	(0)	(4)	(0)	(2)	(0)
Range						
Median						
Boys' over 500						
Day	20	(2)	(18)	(2)	(5)	(4)
Range		39,000-75,000	36,000-62,500	30,500-32,500	25,850-38,650	22,800-35,800
Top 10%			61,500-[illegible]500			
Mid 50%						
Median		57,000	53,500	31,500	32,600	30,800
Boarding	4	(2)	(2)	(0)	(3)	(2)
Range						
Median						

	No. reporting	Head of upper school	Head of middle school	Head of lower school	Business officer	Development officer
Boys' under 101						
Boarding	5	(0)	(0)	(1)	(1)	(1)
Range						
Median						
Boys' 101-200						
Day	5	(1)	(0)	(2)	(4)	(0)
Range				13,400-23,500	8,500-20,554	
Median				18,450	15,000	
Boarding	8	(1)	(0)	(0)	(5)	(2)
Range					18,000-29,000	16,000-17,630
Median					20,000	16,815
Boys' 201-350						
Day	13	(3)	(4)	(3)	(9)	(7)
Range		26,600-37,500	25,000-30,000	20,350-27,000	18,000-34,800	16,000-32,000
Median		28,200	27,750	24,000	21,000	22,200
Boarding	11	(2)	(0)	(1)	(7)	(5)
Range		23,225-24,700			22,152-34,500	12,000-26,500
Median		23,962			27,550	21,850
Boys' 351-500						
Day	15	(4)	(7)	(7)	(11)	(8)
Range		26,500-35,000	22,300-38,000	20,125-37,000	14,614-40,000	19,600-41,000
Top 10%						
Mid 50%						
Median		32,000	28,800	26,000	31,500	35,000
Boarding	4	(2)	(1)	(0)	(4)	(2)
Range						
Median						
Boys' over 500						
Day	20	(11)	(12)	(15)	(18)	(16)
Range		28,000-40,000	20,400-35,000	18,850-42,600	26,400-48,800	15,000-40,000
Top 10%				40,000-42,600	46,300-48,800	38,700-40,000
Mid 50%						
Median		37,100	30,900	31,000	33,800	32,250
Boarding	4	(0)	(1)	(1)	(3)	(2)
Range						
Median						

	No. reporting	Alumni officer	Admission officer	Director of studies	Athletic director	Academic dept. head
Boys' under 101						
Boarding	5	(0)	(0)	(0)	(0)	(1)
Range						
Median						
Boys' 101-200						
Day	5	(0)	(3)	(0)	(3)	(2)
Range			15,100-19,500		13,200-21,600	14,300-23,500
Median			18,000		16,200	18,900
Boarding	8	(2)	(4)	(4)	(3)	(4)
Range		15,000-18,200	17,000-22,000	18,000-21,700	17,200-21,600	17,800-21,400
Median		16,600	20,550	20,400	21,450	21,180
Boys' 201-350						
Day	13	(0)	(5)	(5)	(9)	(7)
Range			19,000-35,000	19,650-28,665	19,000-28,665	20,750-28,665
Median			22,200	24,750	21,150	24,650
Boarding	11	(1)	(5)	(6)	(9)	(7)
Range			17,100-30,750	16,400-24,375	14,450-25,594	15,500-29,400
Median			24,800	23,100	19,100	21,138
Boys' 351-500						
Day	15	(3)	(7)	(3)	(13)	(12)
Range		14,962-26,500	15,500-29,000	16,600-30,400	14,650-34,600	15,000-34,600
Top 10%						
Mid 50%						
Median		21,500	22,900	21,050	26,400	29,500
Boarding	4	(3)	(4)	(3)	(4)	(3)
Range						
Median						
Boys' over 500						
Day	20	(8)	(14)	(7)	(17)	(14)
Range		14,000-26,000	13,000-42,800	19,400-33,000	22,800-37,700	21,400-37,750
Top 10%					32,550--37,700	
Mid 50%						
Median		17,400	24,875	27,350	28,300	29,759
Boarding	4	(2)	(3)	(2)	(3)	(2)
Range						
Median						

Table 3. Coeducational Schools: Salary Ranges for Administrative Officers, 1983-84

(The figures in parentheses represent the number of schools reporting figures under each title. To avoid possible identification, no salary figures are listed where fewer than five schools of a particular type responded to the administrative portion of the survey. The top 10 per cent of salaries is given only when 15 or more schools reported in a given category. Where there were 25 or more replies, mid 50 per cent figures are given.)

	No. reporting	President	Head of school	Associate head	Assistant head	Assistant to head
Coed under 101						
Day	12	(1)	(10)	(0)	(1)	(1)
Range			7,500-31,000			
Median			20,323			
Boarding	13	(2)	(10)	(0)	(2)	(1)
Range		23,000-44,000	20,000-40,600		18,000-20,770	
Median		33,500	28,000		19,385	
Coed 101-200						
Day	83	(0)	(72)	(1)	(11)	(16)
Range			12,000-60,000		12,000-28,800	8,050-26,750
Top 10%			41,000-60,000			21,197-26,750
Mid 50%			28,080-37,351			
Median			32,650		21,736	12,612
Boarding	23	(1)	(20)	(1)	(9)	(5)
Range			20,000-46,200		15,000-33,000	10,721-19,382
Top 10%			39,600-46,200			
Mid 50%						
Median			32,500		23,750	14,000
Coed 201-350						
Day	124	(2)	(107)	(3)	(35)	(13)
Range		23,000-40,068	7,600-60,100	20,000-21,400	16,000-33,000	10,500-30,000
Top 10%			50,000-60,100		29,900-33,000	
Mid 50%			34,000-42,000		21,450-26,950	
Median		31,534	38,000	21,000	24,154	17,500
Boarding	40	(6)	(33)	(5)	(22)	(2)
Range		31,000-60,000	30,000-65,350	15,000-31,675	15,000-40,925	15,000-25,000
Top 10%			60,000-65,350		36,000-40,925	
Mid 50%			37,300-53,500			
Median		39,622	48,000	27,000	28,000	20,000
Coed 351-500						
Day	95	(3)	(82)	(3)	(18)	(17)
Range		36,720-60,000	27,000-68,400	31,000-44,000	22,500-49,000	14,000-30,600
Top 10%			61,000-68,400		41,430-49,000	29,250-30,600
Mid 50%			42,000-51,000			
Median		53,200	45,000	33,250	31,250	21,000
Boarding	9	(3)	(7)	(0)	(2)	(1)
Range		22,950-60,800	17,500-75,000		27,000-27,600	
Median		42,900	50,000		27,300	
Coed over 500						
Day	156	(17)	(130)	(10)	(26)	(35)
Range		25,000-85,000	24,108-81,875	25,600-50,004	23,280-44,640	15,300-50,000
Top 10%		77,800-85,000	67,000-81,875		42,000-44,640	39,775-50,000
Mid 50%			46,430-60,200		30,000-35,620	20,803-29,090
Median		59,000	52,000	32,560	33,125	24,000
Boarding	12	(1)	(10)	(3)	(4)	(1)
Range			42,500-79,000	29,700-42,000	27,700-40,000	
Median			59,500	36,456	34,850	

	No. reporting	Head of upper school	Head of middle school	Head of lower school	Business officer	Development officer
Coed under 101						
Day	12	(1)	(1)	(0)	(2)	(3)
Range					13,300-16,600	16,600-19,000
Median					14,950	18,000
Boarding	13	(0)	(1)	(0)	(6)	(4)
Range					12,000-20,000	14,000-22,000
Median					17,750	16,500
Coed 101-200						
Day	83	(13)	(7)	(17)	(33)	(10)
Range		12,000-28,000	13,300-24,000	10,000-25,000	8,900-29,000	10,000-34,650
Top 10%				23,800-25,000	24,900-29,000	
Mid 50%					14,000-21,000	
Median		16,000	17,550	16,786	18,900	19,322
Boarding	23	(1)	(1)	(1)	(20)	(12)
Range					13,320-36,000	17,490-36,600
Top 10%					30,000-36,000	
Mid 50%						
Median					19,950	21,125
Coed 201-350						
Day	124	(29)	(22)	(36)	(83)	(36)
Range		14,000-40,800	14,500-31,860	13,350-32,000	8,100-37,000	10,000-30,000
Top 10%		33,400-40,800	27,430-31,860	25,531-32,000	29,000-37,000	26,000-30,000
Mid 50%		19,000-26,125		16,800-23,350	19,000-26,000	16,000-23,500
Median		23,700	20,000	20,150	21,000	19,800
Boarding	40	(3)	(3)	(0)	(37)	(25)
Range		19,500-27,000	16,000-18,000		18,000-47,749	8,500-45,000
Top 10%					41,400-47,749	43,835-45,000
Mid 50%					23,800-35,000	23,000-33,170
Median		21,500	17,500		29,000	28,500
Coed 351-500						
Day	95	(45)	(34)	(51)	(75)	(49)
Range		16,000-45,642	14,250-37,000	10,000-36,423	10,000-52,000	12,000-39,600
Top 10%		35,327-45,642	31,000-37,000	30,500-36,423	37,000-52,000	35,000-39,600
Mid 50%		24,200-32,000	21,000-28,000	20,000-29,150	22,000-32,800	18,300-28,000
Median		28,000	25,205	24,900	28,000	25,000
Boarding	9	(2)	(0)	(1)	(7)	(3)
Range		22,840-29,000			23,664-46,000	18,200-23,600
Median		25,920			38,300	22,000
Coed over 500						
Day	156	(114)	(108)	(114)	(127)	(101)
Range		15,000-58,350	17,510-44,000	18,000-46,625	12,000-60,100	10,900-54,000
Top 10%		43,500-58,350	39,200-44,000	38,000-46,625	48,000-60,100	38,000-54,000
Mid 50%		28,500-36,290	24,500-33,500	26,500-34,500	28,000-39,350	24,377-34,000
Median		33,000	29,750	30,000	33,600	28,700
Boarding	12	(1)	(1)	(0)	(11)	(10)
Range					29,500-52,200	25,000-50,000
Median					44,000	36,500

	No. reporting	Alumni/ae officer	Admission officer	Director of studies	Athletic director	Academic dept. head
Coed under 101						
Day	12	(0)	(2)	(3)	(2)	(1)
Range			6,100-16,000	15,000-18,400	13,650-18,300	
Median			11,050	16,905	15,975	
Boarding	13	(0)	(7)	(6)	(5)	(7)
Range			6,000-23,500	14,450-23,000	9,000-15,500	9,000-21,400
Median			15,000	16,500	11,500	14,500
Coed 101-200						
Day	83	(1)	(14)	(5)	(23)	(16)
Range			11,500-28,145	16,000-25,800	10,700-22,750	12,000-27,725
Top 10%					20,470-22,750	26,445-27,725
Mid 50%						
Median			16,350	22,500	18,000	20,500
Boarding	23	(4)	(20)	(14)	(14)	(13)
Range		9,600-18,000	10,000-24,000	12,600-27,700	7,000-21,300	12,000-22,650
Top 10%			21,000-24,000			
Mid 50%						
Median		13,150	16,565	19,650	14,600	18,000
Coed 201-350						
Day	124	(5)	(39)	(16)	(65)	(56)
Range		8,684-22,000	11,000-31,000	16,270-38,500	10,000-30,600	13,100-30,000
Top 10%			25,500-31,000	31,000-38,500	24,500-30,600	27,300-30,000
Mid 50%			16,350-22,000		15,655-20,988	19,500-24,800
Median		13,750	19,450	23,812	18,510	21,62[illegible]
Boarding	40	(19)	(38)	(27)	(32)	(36)
Range		9,300-35,000	13,250-36,000	14,500-31,000	10,000-33,110	12,500-30,300
Top 10%		26,500-35,000	28,500-36,000	29,000-31,000	25,000-33,110	28,417-30,300
Mid 50%			20,000-25,680	20,200-27,000	17,510-22,000	17,550-26,500
Median		17,510	22,750	23,256	19,275	22,000
Coed 351-500						
Day	95	(12)	(40)	(21)	(64)	(61)
Range		11,000-34,039	12,000-35,000	17,500-38,100	13,400-35,000	15,100-36,000
Top 10%			29,000-35,000	31,000-38,100	30,185-35,000	29,264-36,000
Mid 50%			19,000-25,260		18,274-24,700	20,450-26,200
Median		18,487	22,500	24,775	20,675	22,665
Boarding	9	(4)	(6)	(3)	(7)	(8)
Range		20,000-31,900	20,500-27,600	15,000-28,000	17,700-32,100	12,800-32,000
Median		23,600	24,500	27,000	23,000	21,730
Coed over 500						
Day	156	(37)	(103)	(55)	(127)	(132)
Range		10,900-35,200	10,800-48,961	16,800-56,000	14,345-42,900	16,445-44,500
Top 10%		29,900-35,200	33,000-48,961	39,500-56,000	36,000-42,900	33,130-44,500
Mid 50%		16,000-22,000	21,400-29,055	23,000-31,500	21,300-28,700	23,572-30,000
Median		19,450	25,000	26,700	24,630	26,794
Boarding	12	(7)	(11)	(7)	(10)	(11)
Range		18,000-36,000	21,000-38,400	25,402-41,000	21,060-43,250	22,000-33,300
Median		27,156	23,968	26,400	24,414	26,650